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Outlook

The University of Maryland at College Park Faculty and Staff Weekly Newspaper • Volume 10 Number 23 • April 2, 1996

Ellen Williams and Susan Bayly Named 1996 Women of the Year

In honor of their compelling contributions to the improvement of the quality of women's lives, physicist Ellen Williams and Susan Bayly, general counsel to Pres. William E. Kirwan, received 1996 Outstanding Woman of the Year awards from the President's Commission on Women's Affairs. An afternoon reception was held at St. Mary's Hall on March 27 to honor the winners.

Bayly was recognized for her accomplishments both at the highest levels of policymaking at the university and for her contributions to the legal community as a whole. Bayly designed and implemented the university's Sexual Harassment Policy, which has gained judicial commendation and become a model for many other schools locally and nationally.

As chair of the Title IX Gender Equity Committee, Bayly was instrumental in establishing and maintaining an accord between the federal government, the NCAA and the university.

While part of a committee that prepared the Banneker Scholarship Study, Bayly played an integral part in efforts over a two-year period to preserve minority scholarships. Bayly also was a principal contributor to the UMCP Policy on Freedom of Expression, which has been the determining force behind shaping and securing the core values of freedom and expression and tolerance for the campus community.

As president of the Women's Bar Association of Maryland and as director of the Prince George's County Bar Association, Bayly has marshalled resources to ensure the interests of women are considered by the governor, legislators and jurists.

Physicist Ellen Williams

Terry Roach, executive assistant to the president for legal affairs, considers Bayly "an integral contributor to the life, governance and success of our institution." He explains: "It has become a reflex to enlist her to solve seemingly intractable problems. Serving beyond the call of duty, she has a superlative record of service to women and their issues in higher education."

Upon learning of her award, Bayly said, "I'm truly honored to be placed among a group of university women whom I have admired through the years. To be recognized in this way by my colleagues and friends will always be my proudest achievement."

Photos by Janet Chismar

Susan Bayly, general counsel to Pres. Kirwan

This year's other winner, Ellen Williams, is a professor in both the department of physics and the Institute for Physical Science and Technology. She is the immediate-past director of the chemical physics program and is one of only about 100 women physics faculty at Ph.D. granting institutions in the United States.

An internationally recognized condensed matter physicist, Williams' research has led to the first quantitative studies of stepped silicon surfaces.

Williams' achievements have been recognized by the National Science Foundation, American Physical Society, the American Vacuum Society and IBM, among others.

Known for her dedicated commitment to students, Williams has excelled in teaching as well. Her classes are popular and well-attended and her graduate students have found good post-doctoral positions at universities or government laboratories.

In addition to her scholarly pursuits, Williams has actively worked to support the role of women in physics. She was instrumental in developing the American Physical Society/American Association of Physics Teachers site visit program for women in physics. She arranges lunches for students to meet one another, as well as other women faculty members who can

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Dole's Win No Surprise to Gimpel

Politics Professor Reflects on Maryland Primary Results

It was pretty clear a week ahead of time that Senate Majority Leader Robert Dole was going to take the Republican primary in Maryland, says James Gimpel. The assistant professor of government and politics and author of a recent book on the 1994 election campaign and the Republican Contract with America, has much to say about the March 5 state primaries.

Gimpel predicted Dole would have the edge in Maryland after learning of Dole's victory in South Carolina. Another hint was the Mason-Dixon poll taken in February projecting Dole would win Maryland.

He thought that commentator Patrick Buchanan might have done well because of the conservative element in the state GOP. But, "Dole swamped him inevitably and continues to swamp him," Gimpel adds.

Dole won big in Maryland due to what Gimpel describes as "sophisticated voting," which means that people will vote for their second or third choice because they think that choice will probably win.

The other type of voting during primaries, "sincere voting," where people will vote for their first-choice candidate whether or not the candidate has a chance of winning, tends to wane as the campaign season drags on and sophisticated voting takes its place, he says.

He describes South Carolina as the turning point in the race since it was a conservative state that Dole easily won.

A major issue that Gimpel thinks Maryland GOP voters considered was

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University of Maryland Non-Exempt Pay Program Implementation Moves Forward

Most Frequently Asked Questions from the Pay Plan Hotline (x5-7575)

On July 1, the University of Maryland System (UMS) will implement a new Non-Exempt Pay Program, with new job classification titles, policies and pay matrix. The Personnel Services department is currently finalizing the "slotting" of all non-exempt job titles into the appropriate titles in the new system. In late April, all non-exempt employees will receive a letter officially notifying them of their new title, as well as their new pay range, step, and salary. Employees currently in the classified-exempt category will not be affected by the Non-Exempt Pay Program being implemented on July 1. They, along with the associate staff and academic administrators, will be covered by the exempt phase of the pay program, currently in the development stages, targeted for a July 1, 1998 implementation.

In an effort to further assist non-exempt employees in understanding the new pay program and its impact, the Personnel Services department established a Non-Exempt Pay Program Hotline (x5-7575) to answer questions related to the non-exempt pay plan. The following represents the most frequently asked questions from hotline callers, as well as the answers they were given.

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Catch Gates' Rising Star

On April 8, S. James Gates will write the history of the Milky Way, solve theoretical puzzles that baffled Einstein and catch light from a long-dead star. All on TV.

A profile of the physics professor will air on PBS April 8 as part of the series, "Breakthrough: The Changing Face of Science in America." Produced by the makers of "Eyes on the Prize" and "The Great Depression," the series will highlight 20 African-American, Latino and Native-American scientists who are making advances in their fields.

S. James Gates

The episode in which Gates will appear, "The Path of Most Resistance," will feature himself and other physicists at work exploring the forces that govern space and time.

At first, Gates had trepidations about participating in the project.

"Publicity is a two-edged sword," since while you are able to get your message across to a wider audience, you may also have to deal with privacy issues, he says. But Blackside, the series' producer, helped convince him by describing the project as encouraging young people to pursue science careers.

Of 40 hours worth of filming, less than 15 minutes made it into the final version of the show, Gates says. This remnant footage was of a trip he had taken to Russia two years ago.

He says he was happy with the final version when he viewed it in Boston toward the end of last year. "I was just happy to be part of that ensemble," he adds. In his view, the four profiles worked well together.

According to the show's producers, the series depicts what it's like to "do" science. "The exciting aspects—like the thrill of a new discovery and the adventure of traveling around the world—are tempered by the frustration of failed experiments and the ongoing struggle for funding and recognition," the producers state.

Other episodes will discuss minority scientists' efforts in biology, engineering, environmental science and computer science.

The public television station WGBH Boston is presenting the series, and the Alfred P. Sloan Foundation, along with the National Science Foundation and the Intel Foundation, are funding it.

Andre Braugher, star of NBC's police drama "Homicide: Life on the Street," is the series' narrator.

A special preview will be held today, April 2 from noon to 2 p.m. in the Grand Ballroom Lounge of Stamp Student Union. Gates will speak about his role in the series and a reception will follow.

—LOREN GOLOSKI

Your Participation is Key to Success of Spring Diversity Focus Weeks

"Our goal is to be a place where excellence is achieved through diversity. A place that reflects the diversity of our state and the cultural richness of our world. A place where one can challenge the ideas of another while affirming the human dignity of all. A place where diversity is not only tolerated but celebrated..." Pres. William E. Kirwan from the commencement program for Dec. 22, 1995.

For 10 years the university has sponsored programs to highlight diversity. The programs began as day-long events and grew into week-long events which led to the creation of the ongoing Diversity Initiative. Coordinated by the office of human relations programs, the initiative is an innovative and comprehensive approach to educating the campus about multicultural issues.

Today, the two-week Diversity Focus Weeks remain a mainstay of the year-round Diversity Initiative as an avenue for exploring multiculturalism and highlighting the variety of people and issues that make us a dynamic university.

The upcoming spring diversity focus weeks, to be held April 8 -19, are a fun and informative way for the faculty, staff and students to learn about others.

You've probably heard all this before. But, maybe you haven't considered the one aspect of the focus weeks that is crucial to the success of the programs: participation.

Without participation of faculty and staff, the diversity initiative and the goals of the university will not be realized. Without your support, the university will not live up to its potential as a community where diversity is cherished.

The truth of the matter is that everyone benefits from diversity and the benefits can be helpful in the workplace. The individual who can communicate with coworkers regardless of cultural differences is empowered to succeed professionally and personally.

Participation in the diversity programs promotes self-understanding and the understanding of others. Increased leadership, communication, collaboration, and problem-solving skills are other benefits of participation.

You may think that diversity issues are faced by others, but not by you. Take a look around your classroom, at your coworkers, at your neighbors. Diversity is defined by the university as differences based on race, class, ethnicity, gender, disability, age, sexual orientation, religion, and national origin. Most members of the university community can identify with at least one of these differences. Taking steps to understand and appreciate the issues surrounding our differences will move the university a little closer to reaching its diversity goals.

In the multicultural community of the university and the quickly expanding global environment, communication and education about these issues are not only necessary, but unavoidable. Participation in the upcoming programs is an easy way to start educating ourselves.

Getting involved in the diversity focus weeks does not take much effort. Enjoy student performances at the sixth annual Cultural Explosion on April 9 or join the discussion about the campus climate at the Diversity Forum II on April 10. The African-American Arts Festival '96 offers performing and visual arts for your enjoyment from April 12-21. Or, join the workshop on "The Asian Immigrant Experience: Past and Present on April 13. You can even squeeze a diversity program into your lunch break by visiting the International Food Fair on April 17.

Take it upon yourself to get involved and learn about those who are different from you. Incorporate the diversity programs into your classwork or office discussions and maybe you can inspire others to take part in diversity programs.

You have nothing to lose and a world of knowledge to gain.

—KIRBY DICKEN

Students with Disabilities Recognized for Academic Excellence and Leadership

Architecture graduate student Cathy Poppert, senior special education major Deborah Jackson, and senior psychology major James Jay Liesener were recognized for academic and leadership excellence at a ceremony celebrating students with disabilities on March 6 in Stamp Student Union.

Poppert owns and operates her own construction company and gives presentations in residential interior design to local organizations. Jackson was recognized as the community assistant of the year in 1995, is a resident assistant and a member of the Maryland Ski Team. Liesener, an honors student, was named to the dean's list four semesters. He was a teaching assistant and a volunteer at the National Rehabilitation Hospital.

The idea for honoring disabled students' accomplishments originated with Dottie Bass, coordinator of outreach and programming in the Office of Multi-Ethnic Student Education and a WOC member.

"I looked around on campus one day and realized I never see any [disabled students] at any of the [campus] programs. They have excellence and academic leadership and haven't been identified," Bass says.

Bass then took the idea of honoring the students to the WOC. The group solicited other campus organizations for nominees and contributions.

"So many people donated their time and service. The administration, faculty, staff, parents and other students were just so cooperative," Bass says. "We plan on [the ceremony] being an annual event."

The President's Commission on Women's Issues and the Committee on Women of Color (WOC), in conjunction with the Career Center, the graduate school and many other organizations on campus, sponsored the ceremony.

Students were nominated by peers, supervisors and themselves. The nominees were judged on scholastic achievements, involvement in on- and off-campus activities and citizenship, leadership or community service.

The ceremony also recognized 75 of the 600 disabled students on campus who have achieved a grade-point average of 3.0 or above.

—DIA KANELLOS

Celebrate National Student Employment Week April 1-5

As proclaimed by Pres. William E. Kirwan, the university has set aside the week of April 1-5 to honor student employees.

The Student Employment Center (SEC) began sponsoring National Student Employment Week in 1995 as a way to enhance awareness of student employment and its important role in the higher education experience. It is also a way to recognize students who work while attending college and thank the employers who hire students for part-time and summer positions.

On Thursday, April 4, an Outstanding Student Employee and Outstanding Student Employer will be recognized at a ceremony hosted by Pres. Kirwan. The program will take place in the Atrium of Stamp Student Union from 10 a.m. to 2 p.m.

The Career Center is also sponsoring special workshops throughout the week. For more information, call the Career Center at 314-7225.

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Outlook

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Future May Hold One-Stop Shopping at TESTUDO

In the not-too-distant future, students may be able to register for classes, purchase parking permits, check their grades and sign up for intramural volleyball all at one location: TESTUDO. No, not the brass statue in front of McKeldin Library, but rather a special kind of ATM. Or, they will do all these things through their home computers. Or over the phone. Or through the mail. Or, the old-fashioned way—in person.

This is the vision of dozens of university administrators and service area managers who, as members of the Registration and Contracting Reengineering Project Team, are gathering the information and support needed to make this idea a reality. An outgrowth of Pres. William E. Kirwan's plan for Continuous Quality Improvement (CQI), TESTUDO will be a system and a place—a means of processing information and transactions, and also the place where these actions are performed.

The goal is to increase the availability and efficient use of all campus services by allowing students to choose which method of securing these services they like best—mail, online, by telephone or in-person—without compromising the quality of the services provided.

TESTUDO would operate similar to a bank. "The bank analogy is the most frequent one I've heard used: You can walk into the lobby, you can go to an ATM, or you can call, and we envision people being able to access the system from their [dorm] room or from their home," says Richard Stimpson, assistant vice president of Student Affairs and facilitator of the Reengineering Project Team.

Currently, there are four electronic kiosks (think of them as ATMs) on campus which provide some of the services planned for TESTUDO. The machines—located in the Mitchell Building, Ellicott Dining Hall, Stamp Union and Van Munching Hall—allow users to apply for graduation, check their grades, pay off student accounts, request transcripts, update their address and even send faxes. Each kiosk displays a campus map and is linked to the campus telephone directory and can direct dial any number in it.

According to Mary Ann Granger, associate director of records and registration, the kiosks are used primarily for printing class schedules and for waitlist check-in.

"From what I've heard it's pretty handy, rather than having to go to the departments," notes Tim Whitler, a senior English major who works nights and weekends at the main information desk at the Stamp Union.

Although the reengineering team hopes TESTUDO will be capable of handling almost any service request from schedule adjustments to Chapel reservations, project leaders may opt to implement only a few of them at a time.

The team must decide which services will be introduced first, what the timing will be for the addition of other services, and whether services will be introduced to all students at once or just to incoming ones. "Clearly we

don't want to provide something here that is more difficult than the existing system," Stimpson said.

Another team—which is still being organized—will analyze the TESTUDO concept and its impact upon and compatibility with current and planned computing and administrative activities. The team will then develop a program for design and implementation of TESTUDO. This will include a list of necessary computer hardware and software; a timeline for the implementation of elements of the plan; a proposed location for TESTUDO's walk-in site; and financial issues related to the program.

Stimpson says it is too early to estimate how much TESTUDO will cost to set up and operate. "We're relatively early in our discussions," he says, concurring that initial implementation of the TESTUDO project could be a year or more away. "In order to make this work effectively, we have to prepare students to use the system, we have to train employees to work within TESTUDO, and we have to make sure that the technological resources we will need to serve students are available, and that's going to take some time."

TESTUDO is modeled in part after the student services center at the University of Delaware, which provides most services under one roof. "The most important thing we learned [from Delaware] is that they made good use of a centralized service center," Stimpson says. "You can get services provided at this one single point of contact. They also realized that some requirements that an individual student might have are unique enough that they need to get special attention by the unit providing the service. What we're trying to figure out is how can you get the largest number of services provided by a single point of contact while continuing to provide for the unique requirements of an individual student."

Despite the challenges TESTUDO faces, organizers are encouraged by their strength in numbers. "One of the reasons why this is happening at all is that there's been an unusually high level of cooperation and enthusiasm from a large number of current service providers on campus," Stimpson says. "It's been very rewarding to see the level of commitment to improving the level of service and the efficiency with which we provide it."

—MEREDITH TCHIARNEVSKY

Mad Cow Disease Could be a Result of 'Bug' Evolution Process

It's a frightening phenomenon. Evolving "bugs" can move mad cow disease from sheep to cows to humans.

Richard Levins from the School of Public Health, Harvard University, recently told a campus audience how insects constantly evolve new resistance to drugs and pesticides, and move from animal to human hosts.

The department of zoology's graduate program in BEES (Behavior, Evolution, Ecology and Systematics) and the Center for Neural and Cognitive Sciences co-sponsored the seminar.

Levins' theory of bug resistance is very timely. Last week British government officials admitted that recent cases of a fatal degenerative brain disease in humans "likely" originated from exposure to "mad cows."

Recent cases of Creutzfeld-Jakob disease in young adults have been linked to bovine spongiform encephalopathy. The encephalopathy, in turn, is thought to have been transmitted to cows from feed containing protein from sheep infected with a similar neurodegenerative disease, scrapie.

In his seminar, Levins said the progressive optimism of medicine and agriculture had blinded both to the effects of environmental feedback. Neither public health campaigns nor the green revolution in agriculture take into account how the response of the environment to human activity causes new diseases to evolve and old ones to reappear. The migration of sheep scrapie to mad cow disease to human Creutzfeld-Jakob disease is only the most recent publicized example.

"Neither in medicine nor in plant breeding do you have any real sensitivity to either ecology or evolution. There's no recognition that when we do something, nature does something also. It's not [just] sitting there passively waiting for us to take action," said Levins.

"My colleagues [public health doctors] are generally surprised by the kinds of questions which are obvious to ecologists," he said. "Since the lungs of a person have more in common with the lungs of a cow than the gut of a person has with the gut of a cow, do we share more respiratory diseases with cattle than digestive diseases? Is a disease more severe if it is shared with other species or if it is uniquely human?"

At most universities (including the campuses of the University of Maryland), the agriculture and plant pathology departments are at the rural land-grant campuses, while the medical and public health schools are urban. "Unfortunately, plant pathologists and doctors don't talk to each other."

Levins said we need to overcome these historical separations and adopt an interdisciplinary, integrated approach in order to successful outwit parasites and avoid the next plague. He pointed out the limitations of a reductionist approach.

"So much of our scientific tradition has been taking a problem: what is this, and turning it into the question, what is it made of. So first...we cut it open and slice it thin and paint it and draw a picture, or we put it through a Waring Blender and take a picture of the gel. But all of these are answering the same question; a description based on seeing what something is made of."

"We're told that the way to understand something is to reduce it to its smallest parts and vary things one at a time. You can't really do that with the kinds of systems we're working with. We're also told, in the great tradition of physics, that something exists if you can measure it."

Levins said that in a diabetic patient it is easy to measure insulin and adrenalin and glucose concentration in the blood, but difficult to measure anxiety, including the increase in anxiety brought on by visiting the doctor to have the other variables measured.

"So long as we're forced to measure things in order to verify their relevance, a lot of the important elements of a system, particularly a complex social-biological system, will be left out in favor of those things which are most easily measured and predictable," he added.

Levins said that the present situation in science pits complex problems which need creative trans-disciplinary approaches against the sociological realities of reduced funding and increased specialization. The resulting narrow outlook causes us to miss the bigger picture of "bug" evolution and leaves us increasingly vulnerable to plague epidemics. The whole system of science, medicine, and public health is not evolving so effectively as the "bugs" which challenge it.

"At this point therefore all I can say is that the outcome is in doubt," said Levins.

—SARAH LESHER

Calendar of Events
April 2-11

Tuesday, April 2

Math Department Seminar: Dynamics and Related Topics Workshop, 9-11:15 a.m., 3206 Math Bldg, registration required.

History/Women's Studies Lecture Series: "Everybody Knows Mississippi Goddam: The Mississippi Freedom Democratic Party and the Search for Historical Significance," Vanessa Davis, Vanderbilt, 10:30 a.m., 1102 F.S. Key Hall. 5-4318.

The Art Gallery Exhibition: "Made by Men: African American Quilts," guest curator, Gladys Fry, noon-4 p.m., Art/Sociology Bldg. 5-2763.

Center on Population, Gender, and Social Inequality Seminar: "The Politics of Sex and Abortion in Asia," Barbara Miller, GWU, 3:30 p.m., 2203 Art/Sociology Bldg. 5-6403.

Physics Department Colloquia: "Enriching the Physics Curriculum with Mathmatica," Richard Gass, Univ. of Cincinnati, 4 p.m., 1410 Physics Bldg.

Peer Computer Training Workshop: "Introduction to Unix," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

Women's Studies and the Curriculum Transformation Project Theatre: SISTREN, members of the renowned Jamaican theater troupe in a dramatic performance and discussion. 7:30 - 9:30 p.m., 0200 Skinner. 5-6877.

Maryland Dance Ensemble performance: presentation of dances by student choreographers, 8 p.m., Dorothy Madden Theatre, Dance Bldg., reservations required, $5 for students, $8 general. 5-3198.

Wednesday, April 3

Institute for Systems Research Special Colloquium: "Statistical Metrology: At the Root of Manufacturing Control," Dirk Bartelink, Semiconductor Research Corp., 11 a.m.-noon, 2460 A.V. Williams. 5-6634.

National Archives Lecture: "Casting Her Own Shadow: Eleanor Roosevelt and the Saping of Postwar Liberalism," Allida Black, noon, 105 National Archives. (202) 501-5000.

Molecular & Cell Biology Program Spring 1996 Seminar Series: "Steroid Regulation of Cell Fate During Drosophila Development," Eric Baehrecke, Center for Agricultural Biotechnology, noon-1 p.m., 1208 Zoology-Psychology. 5-6991.

The Art Gallery Exhibition: "Made by Men: African American Quilts," guest curator, Gladys Fry, noon-4 p.m., Art/Sociology Bldg. 5-2763.

Committee on Africa and the Americas Panel Discussion: "Race, Class and Identity: Research on Diversity in the Post-O.J. Simpson and Nicole Brown Simpson Era," 2-5 p.m. The Language House, St. Mary's Hall. 5-2993.

Astronomy Department Colloquia: "Starbursts and Cosmology," Timothy Heckman, Johns Hopkins University, 4 p.m., 1113 Computer and Space Sciences Bldg. 5-0282.

Stress Management Peer Education Workshop: 5-6 p.m., 2101 University Health Center. 4-8140.

Peer Computer Training Workshop: "Introduction to Microsoft Word," 6-9 p.m., 3332 Computer Science Center. 5-2941.*

Creative Writing Program Spring 1996 Readings: Susan Mitchell, author of two books of poems: "The Water Inside the Water" and "Rapture" and Joyce Johnson, author of "Come and Join the Dance," "Bad Connections" and "In the Night Cafe," will both read from their works, 8 p.m., Parents' Association Gallery, Stamp Union. 5-3820.

Maryland Dance Ensemble Performance: presentation of dances by student choreographers, 8 p.m., Dorothy Madden Theatre, Dance Bldg., reservations required, $5 for students, $8 general. 5-3198*

Thursday, April 4

Math Lecture: "Optimal Approximability of Solutions of Singularly Perturbed Differential Equations," R. Bruce Kellogg, IPST, 9:30 a.m., 3206 Math Bldg. 5-5108.

Sistren, the Jamaican theater troupe, will perform Tuesday, April 2 at 7:30 p.m. in Room 0200 Skinner Building. The Department of Women's Studies and the Curriculum Transformation Project sponsor the event with a discussion and reception following. Sistren, best known for its popular theater work, is an independent women's cultural organization which works at confronting the public with the problems facing Caribbean women.

Institute for Systems Research Seminar: "Injection Molding and Process Automation," Dan Lock, Wheaton Plastic Products, 10-11 a.m., 2168 A.V. Williams. 5-6634.

History/Women's Studies Lecture Series: "Gendering Freedom: The Transformation of Political Ideology in Postemancipation Richmond," Elsa Barkley Brown, Univ. of Michigan, 11 a.m., 1102 F.S. Key Hall. 5-4318.

The Art Gallery Exhibition: "Made by Men: African American Quilts," guest curator, Gladys Fry, noon-4 p.m., Art/Sociology. 5-2763.

Career Center National Student Employment Week Reception: Outstanding Student Employer/ee of the Year award will be announced, 2 p.m., Grand Ballroom Lounge, Stamp Union. 4-7225.

Department of Materials and Nuclear Engineering Seminar: "The Applications and Science of Smart Materials," J. Sirkis, 4 p.m., 2110 Chemical/Nuclear Engineering Bldg.

Committee on the History & Philosophy of Science Colloquia: "Good Form and Better Materials: Dilemmas in Technological Change in Bowling," Edward Tenner, Smithsonian Institution Fellow, 4 p.m., 1117 F.S. Key Hall. 5-5691.

ENRE Seminar: "Health Monitoring of Rotating Machinery," Kam Ng, Naval Research Lab, 5:15-6:15 p.m., 1100 ITV Bldg. 5-3898.

Peer Computer Training Workshop: "Introduction to Microsoft Excel," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

Maryland Dance Ensemble Performance: presentation of dances by student choreographers, 8 p.m., Dorothy Madden Theatre, Dance Bldg., reservations required, $5 for students, $8 general. 5-3198.

Friday, April 5

National Archives Film: "Newsreel Theatre: The Presidents," noon, National Archives Theatre on Pennsylvania Ave. NW. (202) 502-5000.

The Art Gallery Exhibition: "Made by Men: African American Quilts," guest curator, Gladys Fry, noon-4 p.m., Art/Sociology Bldg. 5-2763.

C.S. Lewis Discussion Group: Rev. Susan Astarita, 6-8 p.m., 0100 Marie Mount Hall. 5-8453.

Maryland Dance Ensemble Performance: presentation of dances by student choreographers, 8 p.m., Dorothy Madden Theatre, Dance Bldg., reservations required, $5 for students, $8 general. 5-3198.

Saturday, April 6

The Art Gallery Exhibition: "Made by Men: African American Quilts," guest curator, Gladys Fry, 1-5 p.m., Art/Sociology Bldg. 5-2763.

JCESS in the Department of Meteorology Seminar: "The Role of Clouds in Regulating Tropical SST," Albert Arking, NASA/GSFC, 3:30 p.m., 2114 Computer and Space Sciences Bldg. 5-5392.

College of Journalism Seminar: "Freedom of Expression? How Religion is Silenced in the Mass Media," United Campus Ministries, 4-6 p.m., St. Mary's Hall Multipurpose Room. 5-2423.

Sunday, April 7

National Archives Lecture: E.J. Dionne will discuss "Left for Dead," noon, National Archives in the Theatre. (202) 501-5000.

The Art Gallery Exhibition: "Made by Men: African American Quilts," guest curator, Gladys Fry, 1-5 p.m., Art/Sociology Bldg. 5-2763.

Monday, April 8

The Art Gallery Exhibition: "Made by Men: African American Quilts," guest curator, Gladys Fry, noon-4 p.m., Art/Sociology Bldg. 5-2763.

Committee on Africa and the Americas Panel Discussion: "The Racial Politics of Nation and Family in the U.S.," 3:30-6 p.m., 0102 Tydings. 5-6835.

Peer Computer Training Workshop: "Internet Technologies," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

Tuesday, April 9

Math Seminar: "Modeling and Simulation of Fluid Flow in Complex Porous Media," Alfio Quarteroni, Technical University of Milan and CRS4, 9:30 a.m., 3206 Math Bldg. 5-5108.

The Art Gallery Exhibition: "Made by Men: African American Quilts," guest curator, Gladys Fry, noon-4 p.m., Art/Sociology Bldg. 5-2763.

Math Seminar: "Logic and AI," Edwina Risslan, 3:30 p.m., 3258 A.V. Williams.

Physics Department: Neutrino Oscillation and the Fate of the Universe," David Caldwell, University of California at Santa Barbra, 4 p.m., 1410 Physics Bldg.

Peer Computer Training Workshop: "Intermediate Quattro Pro Windows," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

CPR Class: learn adult and pediatric CPR and choking skills, two-night class, 6-9:30 p.m., 3100E University Health Center, $20 for students, faculty and staff, must register in advance in 2118 University Health Center. 4-8132.*

Wednesday, April 10

CPR class: learn adult CPR and choking skills, 9 a.m.-noon, $15 for students, faculty and staff, IRS forms accepted, must register in advance by calling 4-8103.*

Molecular & Cell Biology Program Spring 1996 Seminar Series: "Molecular Genetic Analysis of Circadian Clocks," Steve Kay, University of Virginia, noon-1 p.m., 1208 Zoology-Psychology. 5-6991.

The Art Gallery Exhibition: "Made by Men: African American Quilts," guest curator, Gladys Fry, noon-9 p.m., Art/Sociology Bldg. 5-2763.

Astronomy Department Colloquia: "Shocking Molecular Clouds: Does it Trigger Star Formation?" Thomas Megeath, Haystack Observatory, 4 p.m., 1113 Computer and Space Sciences. 5-0282.

Stress Management Peer Education Workshop: 5 p.m., 2101 University Health Center. 4-8140.

Peer Computer Training Workshop: "Intermediate Unix," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

CPR Class: learn adult and pediatric CPR and choking skills, two-night class, 6-9:30 p.m., 3100E University Health Center, $20 for students, faculty and staff, must register in advance in 2118 University Health Center. 4-8132.*

Architecture Spring Lecture Series: "Cybercities," M. Christine Boyer, author of many books on the city and professor at Princeton University, 6:30 p.m., Architecture Auditorium, School of Architecture. 5-6301.

Thursday, April 11

National Archives Film: Kenneth Grimes presents "Alchemy in Lights," noon, National Archives Theatre. (202) 501-5000.

The Art Gallery Exhibition: "Made by Men: African American Quilts," guest curator, Gladys Fry, noon-4 p.m., Art/Sociology Bldg. 5-2763.

Commitee on Africa and the Americas Lecture: "African Americans and the Telecommunications Revolution," Gary Puckering 3 p.m., Grand Ballroom Lounge, Stamp Student Union. 5-1170.

Department of Meteorology Seminar: "Profiling the Tropical Atmosphere," Kenneth Gage, NOAA/ERL, 3:30 p.m., 2114 Computer and Space Sciences Bldg. 5-5392.

Committee on the History & Philosophy of Science Colloquia: "An Outsider Looking In: The Workings of NSF/STS," Ed Hackett, STS/NSF, 4 p.m., 1117 Key Hall. 5-5691.

ENRE Seminar: "Topics in Reliability Engineering," Larry Leemis, College of William and Mary, 5:15-6:15 p.m., 1100 ITV Bldg. 5-3898.

Peer Computer Training Workshop: "Intermediate WordPerfect Windows," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

CPR Class: learn adult and pediatric CPR and choking skills, two-night class, 6-9:30 p.m., 3100E University Health Center, $20 for students, faculty and staff, must register in advance in 2118 University Health Center. 4-8132.*

National Archives Film: "The President's Lady," 7 p.m., National Archives Theatre on Pennsylvania Ave. NW. (202) 502-5000.

Earhart Lecture Series on Religion, Constitutionalism and Democracy: "Women and Revolution in Montesquieu's Persian Letters," Diana Schaub, 7:30 p.m., Maryland Room, Marie-Mount Hall. 5-4110.

University Theatre: "The Ties That Bind" Regina Taylor, star of "I'll Fly Away," 8 p.m., Tawes Theatre, $10, $7 students and seniors. 5-2201. (V/TTY)

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405- respectively. Events are free and open to the public unless noted by an asterisk (*)

In the absence of a calendar editor, all calendar information for Outlook is downloaded directly from inforM's master calendar, located on the Internet. The editors regret that we are unable to accept calendar items at the Outlook office. However, submissions to inforM can be made by e-mail to: calendar@umail.umd.edu or by mailing the information to the inforM office at 2107 Stamp Student Union. To reach the inforM calendar editors by phone, call 405-0825.

Please note that the inforM calendar editors do not work for Outlook. They do, however, graciously welcome items for submission and input the information, ensuring a comprehensive calendar for both inforM and Outlook.

Listings highlighted in color have been designated as Diversity Year events by the Diversity Initiative Committee.

Dole's Win No Surprise to Gimpel

continued from page 1

whether or not Dole could beat Pres. Clinton. Simplifying the tax system and "Buchananism," particularly the economic elements of it, were other important issues to voters.

What was not an issue, he says, was the insider/outsider debate.

"Just about everyone in Maryland has a relative or a friend or a neighbor or someone who is an insider, especially adjacent here to the D.C. area," he says.

Gimpel was surprised former Tennessee governor Lamar Alexander did not do well on "Junior Tuesday," especially since this primary day consisted of races in many moderate and liberal states.

Maryland has more of a conservative block in its GOP, whereas the national Republican party is more moderate to conservative, he says. Gimpel bases these assertions on exit polls taken during the 1992 state primary election.

He says that even though Maryland is a lock for Clinton in the November election, Dole still has a chance. The fact that Clinton vetoed welfare reform may come back to haunt the incumbent president, he says.

Gimpel describes Buchanan as the Republican version of Jesse Jackson.

"Buchanan is kind of this weird duck," he says. "On the one hand, you think, well, maybe more of these conservative voters would vote for him, but on the other hand, if they're conservatives in sort of the conventional sense they're certainly not going to like his trade views."

Gimpel, who received his doctorate from the University of Chicago in 1990, specializes in voter behavior, political parties, state politics and Congress. His recent book, "Legislating the Revolution: The Contract with America in its First 100 Days," comes from interviews done with more than 70 members of Congress and staff on either side of the aisle.

—LOREN GOLOSKI

Navigating Through Campus Construction Snarls Made Easier

It's a jungle out there, but all the construction is leading to an improved campus for everyone.

The reconstruction of Stadium Drive began March 13 as part of the preparation for the new Maryland Center for the Performing Arts to be built by fall 1999.

Stadium Drive is the first of many projects related to the center's construction. Other projects will involve work on new and existing roads and on utilities.

During the Stadium Drive construction, scheduled to be finished August 23, the road will be reduced to one lane each for inbound and outbound traffic. These lanes will be kept open around the clock for delivery trucks, construction site vehicles, ambulances and fire engines, as well as faculty, staff, and students who need to enter the campus at Stadium Drive and University Boulevard.

The university recommends that drivers enter the campus through the North Gate and South Gate entrances on Route One and Adelphi Road and Azalea Lane/Paint Branch Drive thruways on University Boulevard.

The new Stadium Drive will help those driving onto the campus from University Boulevard and will make it easier to get to Lot 1 and a new parking garage to be started in the fall.

The section of Stadium Drive in front of Denton Hall will be rebuilt and a traffic circle installed. Traffic on this road going toward Parking Garage 2 will then come off the circle and onto Valley Drive in front of Elkton Hall, then will turn right onto a new road leading to the existing Stadium Drive by Ellicott Hall.

In addition to the work on Stadium Drive, Field House Drive, the road between Byrd and Cole Field House, will be extended into Lot 1, cutting across a wooded area and 60 parking spaces in Lot Z.

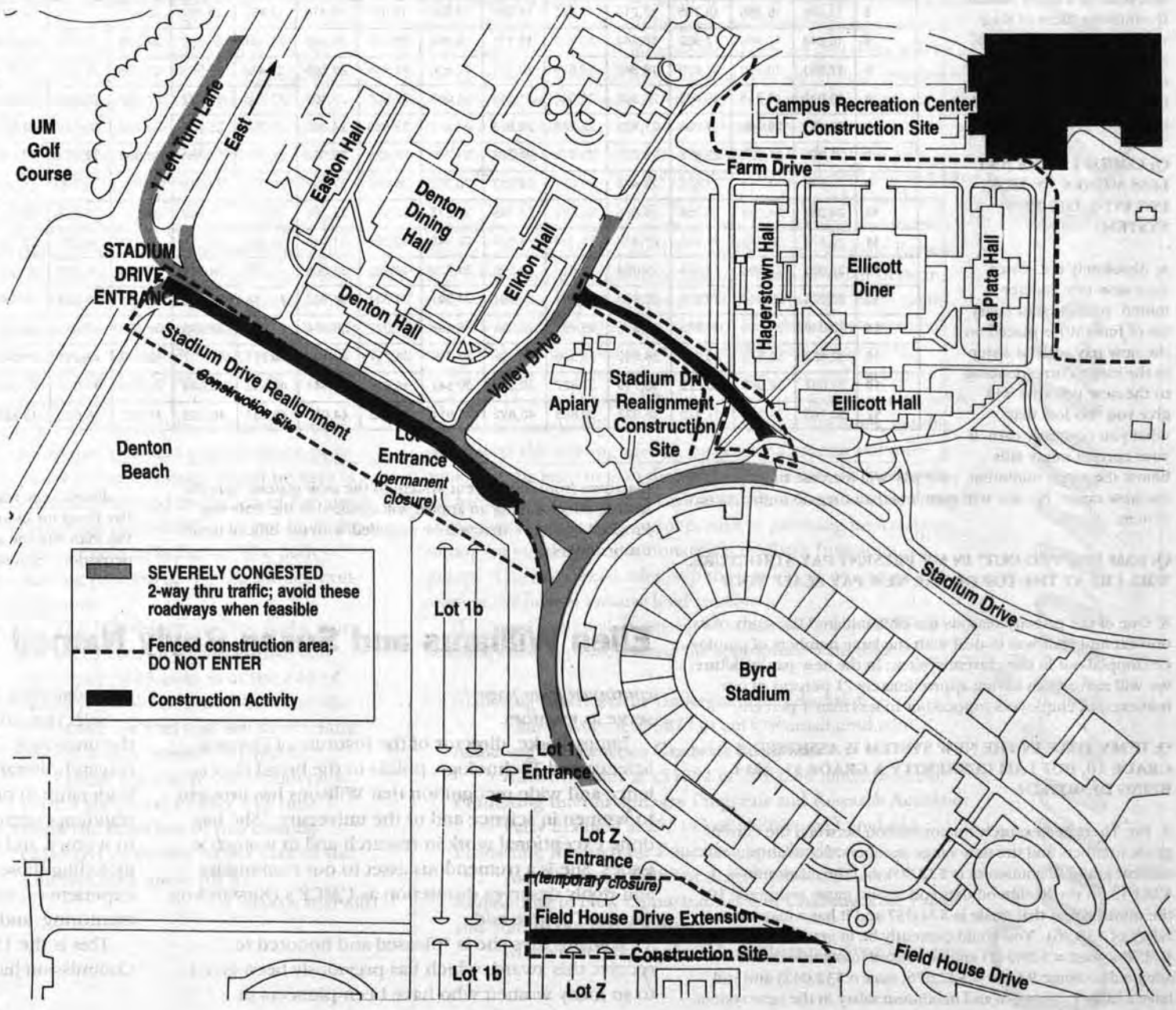
In these construction efforts, many parking spaces will be lost. But the university plans to build a new 800-space garage in front of Byrd Stadium that will offset this. The new Parking Garage 3 is scheduled to be completed by September 1997.

From the middle of March to August, sections of Lot 1B will be temporarily closed and traffic will be rerouted in the lot in order to install new, underground electrical wires from Campus Drive near Mowatt Lane to the center's site.

The university plans on breaking ground for the new performing arts center in September 1996. Music, theater, opera and dance instruction will take place here, and the center will contain classrooms, performance facilities, practice and rehearsal spaces, offices and a performing arts library.

The center, which will be built on the Denton Beach and adjacent land, will be one of the largest building projects in the history of the university.

University Construction Scheduled for March 11-June 1, 1996



University of Maryland Non-Exempt Pay Program Moves Forward

continued from page 1

Q: I KEEP HEARING THE TERMS "EXEMPT" AND "NON-EXEMPT." WHAT DO THESE TERMS MEAN?

A: Definitions for the terms exempt and non-exempt are derived from the Fair Labor Standards Act (FLSA). Exempt employees are ineligible to receive paid overtime; thus they are "exempt" from overtime pay. Conversely, non-exempt employees who work overtime hours receive overtime pay at the rate of time-and-one-half of their regular pay. The non-exempt employment category is comprised primarily of maintenance, office, service, and technical positions at the university.

Q: I UNDERSTAND THAT THERE IS A NEW PAY SCALE. WHAT DOES IT LOOK LIKE?

A: The new non-exempt pay scale that will take effect on July 1 has 17 pay ranges (which are called grades in our current system), and 15 steps within each range (instead of seven in the current system). There is a 6 percent differential between the ranges and a 2.5 percent distance between steps in each range. The new pay scale is displayed with this article. It can also be accessed electronically via inforM, OfficeVision, and UMail. For more information on accessing the pay scale electronically, please contact the Personnel Services compensation section at x5-5660.

Q: I HAVE HEARD THAT THE NEW PAY SCALE MOVES THE PAY STRUCTURE CLOSER TO "MARKET" WAGES. EXACTLY WHAT DOES "MARKET" MEAN?

A: The new pay structure for non-exempt employees moves us from a ranking system that is constantly chasing the market, to a pay structure that is based on market wages. Ranges are designed so that the midpoint of any given range is the approximate average market salary for that classification. The pay range will periodically be adjusted for market conditions. When a person "tops out" in their salary range, it means that their salary is well beyond the market average for that job classification. After discussion by the Board of Regents concerning the appropriateness of localized wages, the Regents determined that the UMS would use Baltimore area wages as the "market" benchmark for its pay system.

Q: WHEN WILL I BE ABLE TO TELL FOR SURE WHAT I'LL BE MAKING UNDER THE NEW SYSTEM?

A: Non-exempt employees will receive a letter officially notifying them of their new title, pay range, step, and salary that will take effect on July 1. These letters will be sent to individual employees in late April.

Q: COULD I MAKE ANY LESS MONEY BY MOVING INTO THE NEW SYSTEM?

A: Absolutely not. Once your new title is determined, your current salary (as of June 30) is placed on the new pay scale at a step in the range corresponding to the new title that will give you "no less than" what you currently earn. If your current salary falls below the range minimum, your pay will increase to step 1 in the new range. No one will earn less than they do in the current system.

Q: I AM "TOPPED OUT" IN MY PRESENT PAY STRUCTURE. WILL I BE AT THE TOP OF THE NEW PAY SCALE TOO?

A: One of the primary reasons the UMS initiated the study of its non-exempt staff was to deal with the large numbers of employees topped-out in our current system. In the new pay structure, we will move from having approximately 71 percent of our non-exempt employees topped-out to less than 1 percent.

Q: IF MY TITLE IN THE NEW SYSTEM IS ASSIGNED A GRADE 10, BUT I AM CURRENTLY A GRADE 11, AM I BEING DEMOTED?

A: No. There is absolutely no correlation between the current grade numbers and the new range numbers. For example, the current grade 11 minimum is $22,004 and the maximum is $28,642. In the likelihood that you would move to a grade 10, the minimum of that grade is $24,037 and it has a maximum salary of $33,961. You could currently be in grade 11 (min = $22,004, max = $28,642) and be slotted into a title that is assigned to range 9 (min = $22,676, max = $32,042) and still have a higher minimum and maximum salary in the new system.

Q: HOW DID YOU DETERMINE WHERE I SHOULD BE SLOTTED IN THE NEW PAY SYSTEM?

A: The slotting of job classes was a three-step process. First, the Personnel Services compensation staff "mapped" current job classes (based on duties, responsibilities, and critical job factors) into the appropriate job classes in the new system. Second, after the initial slotting was complete, representatives from the Personnel Services department consulted with department heads or their designee, to discuss the slotting placements of their non-exempt staff. The third step was the finalization of the slotting, taking into consideration the feedback from department heads. Part of this third step was the individual review of a small number of job class placements for people who were in obsolete titles, or grossly misclassified in the current system. It is important to remember that the slotting process was not intended as a mechanism for individual re-classifications. Rather, the slotting process was the transfer of current job classes to the appropriate job classes in the new system.

Q: AFTER I RECEIVE MY OFFICIAL NOTIFICATION LETTER, WHAT CAN I DO IF I THINK I WAS PUT IN THE WRONG TITLE IN THE NEW SYSTEM?

A: Each employee will have 60 days from the time they are notified of their new title to file a special actions appeal. Employees utilizing the special actions appeal process will provide, in writing, the reasons why their new title is inconsistent with their primary duties and responsibilities. The special actions appeal process is not a mechanism to request a re-classification, but an action to correct a slotting placement error that occurred in the map-over from the current system to the new system. Specific instructions for filing an appeal will detailed in the UMS Pay Program brochure that will be included with the official notification letters.

The compensation staff of the Personnel Services department put in many long hours developing the new Non-Exempt Pay Program. Seated around the table, starting front left and moving clockwise, are: Brinda Williams, Andy Campbell, Shirley Ross and Dean Bocetti. Standing are: Dale Anderson, director of personnel, left, and Carolyn Trimble, acting assistant director for employment and compensation, right.

Q: I'M CURRENTLY A CLASSIFIED-EXEMPT EMPLOYEE. WHAT DOES THIS PAY PLAN MEAN FOR ME?

A: This phase of the pay program does not affect classified-exempt employees. They will be covered by the exempt phase being developed, and slated for implementation on July 1, 1998. Classified-exempt employees who are eligible for an increment on July 1 will receive one, based on the current pay scale.

Q: IN THE CURRENT SYSTEM THERE ARE FOUR LEVELS OF MY CLASSIFICATION (I-IV); IN THE NEW SYSTEM THERE ARE ONLY THREE (I-III). WHAT IF I AM CURRENTLY AT THE IV LEVEL?

A: In some of the job series it was determined that, based on the market, there were too many levels. Accordingly, certain titles were "collapsed," to reduce the number of levels in the series. It does not necessarily mean that the pay range was reduced; only that the number of levels were collapsed to reflect the market for that series.

Q: DOES THAT MEAN THAT AFTER JULY 1st I'LL BE MAKING THE SAME AMOUNT AS THE PEOPLE WHO ARE CURRENTLY AT A LOWER LEVEL WITHIN MY SERIES?

A: No. Although two titles may end up in the same range on July 1, your step assignment in the new system will be based on your current pay. Therefore, at the onset, the same pay differential that currently exists will be maintained. This differential may lessen over time as you are eligible for future increments tied to performance.

Employees with further questions on the new Non-Exempt Pay Program should feel free to contact the Personnel Services Pay Plan Hotline at ext. 5-7575, or the Personnel Services compensation section at x5-5660.

—CAROLYN TRIMBLE AND DEAN BOCETTI

UNIVERSITY OF MARYLAND SYSTEM

Non-Exempt Pay Program Salary Structure

Effective July 1, 1996

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
1	14,226	14,582	14,947	15,321	15,704	16,097	16,499	16,911	17,334	17,767	18,211	18,666	19,133	19,611	20,101
2	15,080	15,457	15,843	16,239	16,645	17,061	17,488	17,925	18,373	18,832	19,303	19,786	20,281	20,788	21,308
3	15,985	16,385	16,795	17,215	17,645	18,086	18,538	19,001	19,476	19,963	20,462	20,974	21,498	22,035	22,586
4	16,944	17,368	17,802	18,247	18,703	19,171	19,650	20,141	20,645	21,161	21,690	22,232	22,788	23,358	23,942
5	17,961	18,410	18,870	19,342	19,826	20,322	20,830	21,351	21,885	22,432	22,993	23,568	24,157	24,761	25,380
6	19,039	19,515	20,003	20,503	21,016	21,541	22,080	22,632	23,198	23,778	24,372	24,981	25,606	26,246	26,902
7	20,181	20,686	21,203	21,733	22,276	22,833	23,404	23,989	24,589	25,204	25,834	26,480	27,142	27,821	28,517
8	21,392	21,927	22,475	23,037	23,613	24,203	24,808	25,428	26,064	26,716	27,384	28,069	28,771	29,490	30,227
9	22,676	23,243	23,824	24,420	25,031	25,657	26,298	26,955	27,629	28,320	29,028	29,754	30,498	31,260	32,042
10	24,037	24,638	25,254	25,885	26,532	27,195	27,875	28,572	29,286	30,018	30,768	31,537	32,325	33,133	33,961
11	25,479	26,116	26,769	27,438	28,124	28,827	29,548	30,287	31,044	31,820	32,616	33,431	34,267	35,124	36,002
12	27,008	27,683	28,375	29,084	29,811	30,556	31,320	32,103	32,906	33,729	34,572	35,436	36,322	37,230	38,161
13	28,628	29,344	30,078	30,830	31,601	32,391	33,201	34,031	34,882	35,754	36,648	37,564	38,503	39,466	40,453
14	30,346	31,105	31,883	32,680	33,497	34,334	35,192	36,072	36,974	37,898	38,845	39,816	40,811	41,831	42,877
15	32,167	32,971	33,795	34,640	35,506	36,394	37,304	38,237	39,193	40,173	41,177	42,206	43,261	44,343	45,452
16	34,097	34,949	35,823	36,719	37,637	38,578	39,542	40,531	41,544	42,583	43,648	44,739	45,857	47,003	48,178
17	36,143	37,047	37,973	38,922	39,895	40,892	41,914	42,962	44,036	45,137	46,265	47,422	48,608	49,823	51,069

Ellen Williams and Susan Bayly Named Women of the Year

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serve as mentors.

James Yorke, director of the Institute of Physical Science and Technology, points to the broad excellence and wide recognition that Williams has brought to women in science and to the university. "She has done exceptional work in research and in women's issues. She is a tremendous asset to our community and richly deserves distinction as UMCP's Outstanding Woman," Yorke adds.

Williams says she is "pleased and honored to receive this award, which has previously been given to so many women who have been pioneers in demonstrating women's excellence in achievement."

Selection criteria for the award include service to the university community; national recognition for research/literary achievement; national recognition or leadership in professional societies or athletics; outstanding campus administrative achievement; service to women and women's issue in higher education, including those dealing with diversity in women's experiences; excellence in teaching, advising and or mentoring; and service to the broader community.

This is the 19th consecutive year the Women's Commission has bestowed this award.

Returning Students Program Helps Smooth the Transition into College Life

Every Monday from 12 to 2 p.m., the Returning Students Program invites students for coffee and conversation in Room 2201 Shoemaker Hall. This presents an opportunity for students who are 25 and over to share experiences and meet other people returning to the classroom.

Coffee and Conversation is only one of the programs sponsored by the Returning Students Program. Workshops, classes, publications and counseling are also available to help ease the transition.

Returning students are adults returning to school after having been away for some time or who are coming to college for the first time. They are found to be highly motivated, serious students who are academically successful.

Workshops cover topics including time management, study skills and financial aid. Upcoming workshops include "Managing Exam Anxiety" on Thursday, April 11 from 2-3 p.m. and "End of Semester Survival Skills" on Thursday, May 2 from 2-3 p.m. and Monday, May 13 from 2-3 p.m.

Financial aid information ranges from a financial aid resources brochure, "Dollars and Sense," to the Kamin Foundation Adult Learner Emergency Fund which provides funds for adult learners who are in need.

Several scholarships are available for returning students as well.

The Charlotte W. Newcombe Foundation offers scholarship funds for the Fall 1996 semester. A number of scholarships ranging from $200-$600 will be awarded to returning women students. To qualify, women must be 25 years or older, be admitted as undergraduate students to the university, and have completed at least half the credits necessary for their degrees. Special consideration will be given to women with verifiable financial need and women with disabilities. The application deadline is Friday, July 12.

Another scholarship for all undergraduate returning students is the Gerald G. Portney Memorial Fund scholarship.

Information and applications about all scholarships are available in the Returning Student Office.

The Returning Students Program also offers a single parents group for students who are interested in meeting and sharing their experiences with other single parents at the university.

For new returning students who wish to talk with another returning student who has been at the university for a few semesters can participate in the mentor program. Volunteer mentors will answer questions, provide information about campus resources and help students feel more comfortable.

Information about all these services is available in room 2201 Shoemaker Hall or call Beverly Greenfeig and Barbara Goldberg at 314-7693.

Distinguished Lecturer Urges Students to 'Take Care of Our Democracy'

A former U. S. Assistant Attorney General says that it is up to the nation's colleges and universities to secure the future of this country's democracy from "demagogic politicians" and apathy.

According to Roger Wilkins, the fourth of the Graduate School's Distinguished Lecturers, "I believe that somehow every freshman in every college of the United States ought to be taught fundamental lessons that say democracy is precious, democracy is perishable, democracy requires active attention and that democracy requires hard work."

Approximately 70 people gathered in the auditorium of the Architecture building on March 7 for Wilkins' speech, "Are We Taking Care of Our Democracy?"

"I see very little understanding among my students that there is such a thing as active citizenship," he said. "It is as if somehow they believe the founders and everybody who has fought for American democracy through those 22 decades had done it all to give them freedom to go to the mall."

Wilkins, a Robinson professor of history and American culture at George Mason University, decried the atmosphere of American politics and said that the tone of the current presidential campaign is "nasty and appalling."

"Moderate, decent and honorable politicians are leaving public life in droves," he said. "Nancy Kassenbaum, Alan Simpson and Bill Bradley, and that's just the Senate. You'll notice I didn't list Enid Waldholtz."

Wilkins, 63, said that the concerns of American citizens which are "quite powerful and quite troubled have been exploited in ways that are in my opinion obscene by demagogic politicians.

"The political opinion-making elite failed to place economic security at the center of the political agenda," he said. "It's there five years later than it should have been."

The Pulitzer Prize winning former journalist was also critical of the campaign finance system which he says is currently beyond the reach of the small campaign donors who do not have the same access to influence the policy-making process as the big money contributors.

"The [Washington] Post had a story last week that Dole and Forbes had each spent $25 million at the end of January," Wilkins said. "Numbers like that make me feel that my democratic system is way beyond my reach.

"I think somehow our democracy wasn't supposed to take this turn. I think the founders of this country expected us to take better care of the America they made for us."

—MARLA SHEPARD

Continuous Quality Improvement

Re-accreditation Process Seeks Campus Input

What defines the overall quality of a university? This question is the foundation of an intensive self-study effort now underway in preparation for the Commission on Higher Education of the Middle States Associations of Colleges and Schools. Middle States Association (MSA) is the organization that provides accreditation for the university.

Marvin Breslow, History, who serves on the Middle States Executive and Steering Committees, states that "the greater importance of the study is our opportunity to see where we are, who we are, what we are. Unlike past Middle States studies, this one need not consider everything about the university; instead we have focused on a broad them: education in a public research university." In light of the campus' strategic planning process, the self-study is designed to deliver an assessment and a set of action priorities in areas linked to the plan recently endorsed by Pres. Kirwan and the College Park Senate.

Cross-functional self-study teams are hard at work in five areas: (1) Achieving Excellence in Undergraduate Education, (2) Achieving Excellence in Graduate Education, (3) Promoting Interdisciplinary Programs and Research Activities, (4) Promoting Research for Education and Service, and (5) Responding to New Opportunities and Challenges for Faculty and Staff in the 21st Century. The teams have been created in coordination with an overall Executive Committee co-chaired by Don Piper, Government and Politics, and Provost Dan Fallon. The work of these self-study teams will culminate in a report written this summer by the Executive Committee and a site visit in March 1997 by a panel of evaluators appointed by the MSA.

Each team plans to gain active input from the campus community by creating resource groups. "Before the study is completed," Breslow states, "as many as 250-300 members of campus will have engaged with the study in some capacity." Resource groups will be made up of anyone who has in interest in the topic under study. Each team will seek ideas and feedback using methods such as focus groups, interviews, large group meetings, and panels. For example, the self-study team on Research and Service has already planned four meetings of their resource group: to review the team's charter, to read a draft outline of the report, to comment on the actual report, and to look at recommendations.

Using a CQI approach, the self-study has been designed to achieve a systematic method of self-evaluation while receiving the greatest degree of input from the university community. While each team has been kept small (8-10 people) to enable the team to work efficiently and remain focused, the resource groups assure a wider representation. To increase the likelihood that there will be greater ownership for findings and eventual adoption of improvement strategies, each team is refining a team charter in consultation with their resource groups and the Steering Committee.

Each team is being asked to execute their study within 120 days. This approach keeps the process moving forward and emphasizes the importance of building the self-study on what has been learned from prior studies, such as strategic planning documents, Senate Committees, and the 1992 Middle States Periodic Review. It is hoped this will avoid duplication of work. Marilyn Berman, who leads the team on Faculty and Staff, states "We [team members] all like the fact that we only have 120 days to complete our work. Other accreditations have taken too long to complete."

Each team has also been assigned a facilitator and part-time assistant. Danuta Nitecki, Libraries, serves as a facilitator and views her role as "examining how to address some of the issues, helping to organize the meeting agenda, suggesting a process and milestones for the team to plan their activities." While the facilitators are focused on group dynamics; the assistants focus on supporting the logistical needs of their group, such as gathering information, setting up meetings, and summarizing feedback from resource groups. The two special roles help the team focus on its task and work at the highest creative level possible.

If you are interested in serving on a resource group for these self-study teams, please contact the appropriate team leader:

Achieving Excellence in Undergraduate Education
Claire Moses at x56877 or cm45@umail.umd.edu

Achieving Excellence in Graduate Education
Alice Mignerey at x51852 or 201228@umdd.umd.edu

Promoting Interdisciplinary Programs and Research Activities
Patsy Brannon at x52143 or pb88@umail.umd.edu

Promoting Research for Education and Service
Alex Dragt at x56053 or dragt@quark.umd.edu

Responding to New Opportunities and Challenges for Faculty and Staff in the 21st Century
Marilyn Berman at x53871 or mberrman@eng.umd.edu

Prabhakar Tamboli Adds His Drop to the Bucket

Professor Finds Commitment to Students Pays in New Ways

Prabhakar Tamboli really knows how to give to his students. The adjunct professor in the department of agronomy turns his paycheck from the university into a scholarship for the best international agriculture student in the college.

When he retired from working full-time at the World Bank, Tamboli came to the university to fulfill a need in the agronomy department faculty, says Richard Weismiller, chairperson of agronomy.

Prabhakar Tamboli

As an adjunct professor, Tamboli receives a honorarium which he told the department he would like to use to create a scholarship in honor of his mother. For the past two years, a scholarship committee has reviewed students academic records and chosen the recipient of the Ganju International Agriculture Award.

His commitment to his students is shown obviously through his generosity in creating the scholarship but also in his daily interaction with his students. "He has a sincere interest in students and in agriculture," says Weismiller.

"I want to transfer my knowledge and experience to the students," Tamboli says.

During his 40-year career, Tamboli has worked in more than 35 countries. He started as a professor of chemistry and soil science at an agriculture college in Gwalior, India. He then came to the United States as Rockefeller Fellow in 1959 and completed his doctorate at Iowa State University. Tamboli worked for seven years for the United Nations in Afghanistan and since 1974 has worked for the World Bank in Washington. The past three years he has continued his work with the World Bank while teaching Agronomy 303 at the university.

Much of his work with the World Bank has been helping developing countries in Africa and Asia through improving, designing and maintaining agricultural resource exchange products.

Tamboli's work continues to take him across the globe. This spring he will be going to Indonesia to check the productivity of the agricultural research management project he helped develop. Last November, he was in Papua, New Guinea and last May he was in Turkey and Rome. Tamboli says he travels 190 days of the year.

Before accepting the teaching position here, the Agronomy Club had invited Tamboli to give a seminar focusing on the World Bank and the role it may play in shaping future international agricultural development.

His class, International Crop Production, teaches students the basics, explains Tamboli. This includes how developing countries depend on agriculture and how agronomists are working to lessen poverty and hunger. He says he wants to familiarize his students with agricultural problems throughout the world and how they are, and should be, tackled. For example, Tamboli will show a video on how Indonesia controls pests without pesticides.

He also explains the link between agriculture and nutrition and irrigation principles and practices. Tamboli demonstrates what the World Bank and other international organizations are doing to fix agricultural problems throughout the world.

Often in his class, he compares developing countries to the United States and explains the vast differences. In the United States, a grocery store will have 17 cereals to choose from. In developing countries, there is simply no food and no choice.

Many of his students take the class to fulfill an upper-level CORE requirement. As a result, Tamboli says, many of his students do not have an agricultural background. This class then motivates them to look at the world in a different perspective.

Tamboli says that he enjoys the interaction with students.

One of his students, Faraz Zubairi, describes Tamboli as "a helpful person and a good professor." Although Zubairi is majoring in biology, not agronomy, Tamboli helps him relate what is being taught in his class to his upper-level biology classes.

Zubairi says the professor is available to help at any time, even at the end of the semester. Tamboli says that he often uses his international contacts to help students find jobs after graduation.

Kelly Ireland, an agronomy student in Tamboli's course, says she has learned of the need for improved crop systems in the world. "I knew about agriculture in this country but not in the world," Ireland adds.

"He brings a different perspective," says Weismiller. "His work and experience with the World Bank bring a completely different experience into the department."

"I'm trying to add my drop to the bucket with my experience," says Tamboli of his commitment to his students.

—KATIE CASEY

For Your Interest

Guiding Greeks

In an effort to change its Greek organizations to comply with a commitment to academic success, the university now requires all chapters to have a staff or faculty adviser. Many gifted and energetic people on campus have engaged in this important role. If you are interested in becoming a faculty or staff adviser for a fraternity or sorority, please call director of Greek Life, Terry Zacker, at 314-7165. No prior Greek experience is required.

Sacred Music of the Renaissance

One of the most popular vocal ensembles in the world, the Tallis Scholars, directed by Peter Phillips, returns to the historic Washington National Cathedral, Wisconsin and Massachusetts Aves., N.W., on Friday, April 12 at 8 p.m.

The program includes a capella sacred music of the Renaissance by Tallis, Taverner, Byrd, Fayrfax and other composers. There will be a pre-concert seminar at 6 p.m. with Phillips and WETA's Robert Aubry Davis.

Tickets for the Tallis Scholars are $30 and $25 for reserved seats and $20 for unreserved general admission (general admission seats are $9.50 for full-time students with ID and for children over 7). There is a 10 percent discount for university faculty, staff and Alumni Association members and a $2.50 discount for senior citizens.

To charge tickets by phone or for further information, call the Concert Society at 403-4240 or send e-mail to consocmd@wam.umd.edu.

Artful Symposium

The 26th annual Middle Atlantic Symposium in the History of Art will take place on April 12 and 13. The department of art history and archaeology and the Center for Advanced Study in the Visual Arts at the National Gallery of Art are jointly hosting the event.

On Friday, April 12, Joseph Connors of Columbia University will lecture on "Borromini and the Hyperbaroque Palace: Housing Curiosity," in Room 2309, Art/Sociology at 6 p.m. After the lecture, there will be a dinner, by subscription, at the Rossborough Inn.

On Saturday, April 13 at the National Gallery of Art, West Building Lecture Hall, graduate students from 13 mid-Atlantic universities will present papers on various art history topics. For information on the symposium and dinner, please call Meredith Gill at 405-1482.

Heavenly Duties

All members of the university community are invited to a lecture by Chun-Chieh Huang, professor of history at National Taiwan University. Huang will be a visiting professor at Maryland in April. The lectures are free and no reservations are necessary.

Huang will speak on "Human Rights as Heavenly Duty—a Mencian Perspective," on Tuesday, April 9 from 3:30-5 p.m. in Room 1105 of the University College Inn and Conference Center. For more information or directions, call the College of Arts & Humanities at 405-2088.

Art & Learning Center Opens Doors

At this year's Art & Learning Center Open House, view art work by current students in drawing, painting, photography and pottery; preview Summer Arts caps and classes; and meet Art & Learning Center staff and students.

The Family Arts Open House will be Saturday, April 13 from 9-10:30 a.m. The Adult Open House will be Wednesday, April 10 from 5-7 p.m. Both will be at the Art & Learning Center in Stamp Student Union.

On April 6, the Art & Learning Center is holding a Wedding Workshop from 10 a.m. to noon at the Rossborough Inn Carriage House. For more information, call 314-2787.

Dresden: "Crossroads of Europe"

On Tuesday, April 9 from 3-4 p.m. in the Language House Multipurpose Room, Hans-Albrecht Koch will discuss "Dresden: Crossroads of Europe." The lecture includes a slide presentation which focuses on the historical development of Dresden becoming a center for European culture, architecture, sculpture and art.

Koch is a professor of German, comparative and cultural history at Bremen University and honorary professor of book and library science at Humboldt University Berlin.

The lecture and following reception are sponsored by the College of Arts and Humanities, the Office of International Affairs, and the departments of art, art history and archeology, Germanic studies and history.

For more information, pleases contact Gabriele Strauch at 405-4772 or email: gs42@umail.umd.edu.

College Park Senate Meeting Set for April 8

The next meeting of the College Park Senate will be Monday, April 8, at 3:15 p.m. in Room 0200 of the Skinner Building. For more infomation about agenda items, contact the Senate office at 405-5805.

Help out Senior Council

The Senior Council needs the help of faculty and staff to identify students who would be interested in joining the Senior Council next year.

Send the name, local address and local phone number of any outstanding students you wish to nominate to Sue Hoffman, Senior Council at Maryland, c/o 2108 Mitchell Bldg.